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BUREAU OF STANDARDS RESEARCH ASSOCIATE PLAN

Immediately following the war the growing demands for highly trained technical men to meet the increasing demand for industrial research, threatened the Bureau with a depletion of its staff and thereby a curtailment of its research activities. This situation led to the establishment by the Bureau of a Research Associate Plan, whereby a manufacturer or association of manufacturers might place a graduate physicist, chemist or engineer, at the Bureau for a period of one or more years to carry on investigation in some particular line.

This plan has proved valuable, both in the training of additional research specialists by association with the Bureau staff and in maintaining the research output of the Bureau in lines which are of special industrial importance.

The Bureau of Standards, with an eye to the public welfare, cooperates wherever feasible with the industries in the development and promotion of higher standards and minimum production waste in the commodities of commerce. In effect, therefore, the research associate plan is a plan for cooperative investigation to such ends. The work undertaken under this plan is such that it would be done by the Bureau alone if its funds were sufficient. The cooperative method may be, however, somewhat more certain of practical results and these results thereby likely of quicker adoption. Cooperative work is not encouraged except in fields where the Bureau has rather complete equipment and highly specialized personnel to give advice and assistance.

After deciding that the results to be obtained will be for the general welfare of the industry and the public, and an agreement has been reached with the industry, a candidate is sought for the position of research associate. In some cases the Bureau takes the initiative in this search, in others the employer. In either case both parties agree upon the man and his qualifications - usually a graduate in technical lines with the equivalent of one or more advanced collegiate degrees.

Upon appointment, the research associate is assigned to one of the divisions, his status becoming that of a Bureau of Standards employee, subject to the same rules and regulations and with the rights and privileges, including the privileges of advice and consultation. This includes the working periods, accrued and sick leave, previous notice of travel, etc. The Bureau does not, however, handle his pay.

Each research undertaken by the associate is authorized in the customary way by the Director, at the request of the section and division to which the research associate is assigned, previous agreement with the supporting industry having been arrived at.

Progress reports shall be presented monthly to the Chief of Division for transmittal to the supporting industry or company. When desirable, additional or special reports may be similarly transmitted. Original data books are to be the property of the Bureau.

Reports and manuscripts for publication shall be presented through the Chief of Division and will be handled exactly as a Bureau publication except that the manuscript shall also be submitted to the supporting industry or company for comment.

The results of the investigations are immediately available to the supporting industry and reported to the general industry through the official channels of the Bureau. The Bureau reserves the right to publication, which if desired may be made a joint contribution of the research associate and the Bureau representative immediately responsible. Informal consultation with representatives of the industry on the problems under investigation is always welcomed.

It is expected that the work of the research associate shall be for the general interest of both the industry and the public, and therefore in general will not be patented.

Entering upon service at the Bureau, the research associate reports first to the Personnel Office which makes the necessary records and introduces him to the Director. He then reports to the Division Chief by whom he is assigned laboratory quarters, and allotted Bureau apparatus and facilities for his work to the extent which may be agreed upon with the supporting industry. The purchase of new equipment and supplies for his work is arranged in the same way.

Where the research associate needs cooperative work by other sections of the Bureau the necessary arrangement is made in the customary way by the research associate's immediate chief.

The shop facilities of the Bureau are to a limited extent available to the research associate, operating through the regular official channels. However, jobs of major importance should usually be carried on outside contracts.

All correspondence relating to the work of the research associate should go through the regular official channels. Direct correspondence between him and the supporting industry on any but his private matters is in general discouraged.

All professional activities of research associates should be reported to the Chief of Division. No confidential work shall be undertaken of which the Chief of Division is not cognizant.